

HUSTLE 2.0

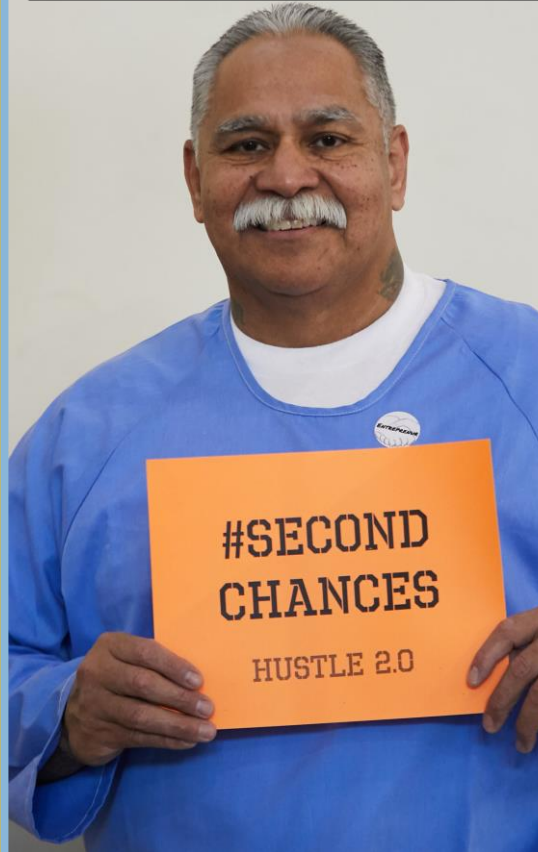
WWW.HUSTLE20.COM

Those hardest to reach with programs need them the most

- ❖ **Program-resistant individuals contribute most to negative outcomes**
- ❖ **Capacity limitations and resource constraints**
- ❖ **Curriculum is difficult to relate to or comprehend**

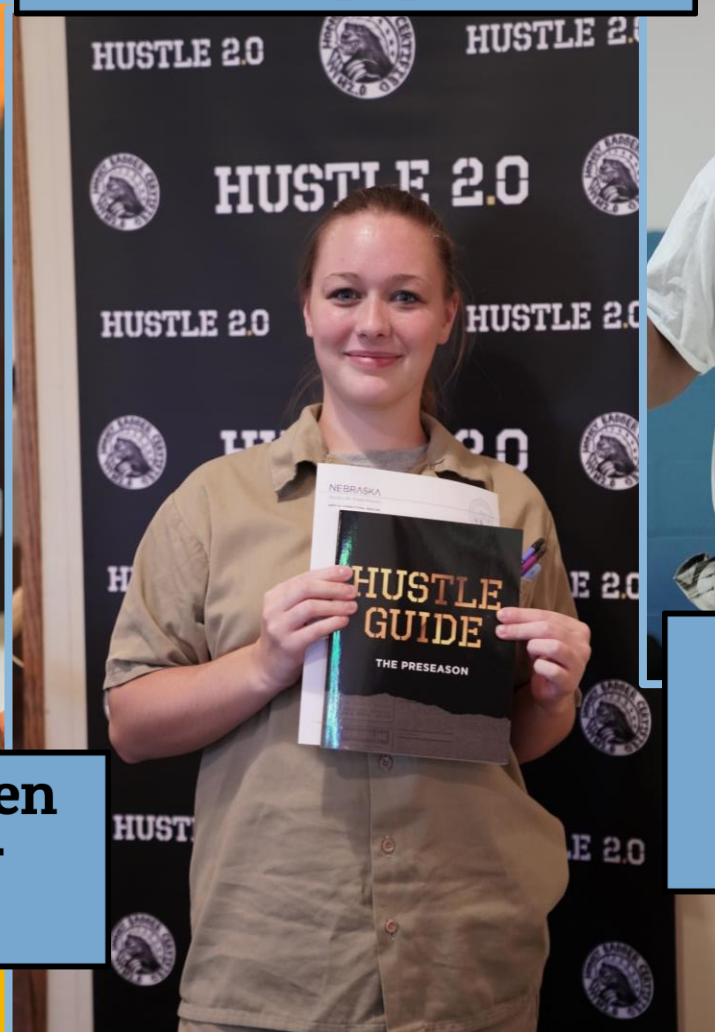
The HUSTLE 2.0 Solution

**Evidence-based,
trauma-informed,
and addresses
criminogenic needs**



**Curriculum written
in peer-to-peer
language**

**Accessibility for high-
risk/SHU population**



**Self-directed, in-cell
model has minimal
impact on staff time
and facility resources**



HUSTLE 2.0 provides **self-directed, in-cell study programs** that reduce criminal behavior, violence, and recidivism.



HUSTLE 2.0 Customers



Missouri Department of
Corrections



NEBRASKA
DEPT OF CORRECTIONAL SERVICES



NORTH
Dakota | Corrections and
Rehabilitation
Be Legendary.™



IDAHO
DEPARTMENT OF
CORRECTION

Department of
Corrections
WASHINGTON STATE



NEW MEXICO
**CORRECTIONS
DEPARTMENT**



How we built HUSTLE 2.0

THE RIGHT TEAM

- H2.O's founders have developed prison programs since 2004
- H2.O's founders' programs have recidivism rates of <10%



RESEARCH-BASED DESIGN AND INFRASTRUCTURE

- Dr. Brian Lovins, *Criminologist at Justice System Partners*
- Regi Huerter, *Trauma Specialist at Policy Research Associates*
- Various Correctional Leaders



INPUT FROM PEOPLE WITH LIVED EXPERIENCE

- Currently incarcerated influencers
- Formerly incarcerated success stories
- Crowdsourced testimonials, art, recipes, humor, etc.

IN MAY 2021:

120 men at

Pelican Bay and High Desert

graduated HUSTLE 2.0's 2-year pilot



89% believe **H2.O**
offers the best
parole board
readiness program

91% believe H2.O
better prepared
them for parole
suitability than
other programs





98% believe they
can become
suitable if they
follow **H2.O's**
parole board
readiness training

Since starting their H2.O programming:

87% reported they've not received a writeup

87% reported they've stopped consuming controlled substances and alcohol

95% reported they've stopped possessing weapons



SUU SOUTHERN
UTAH
UNIVERSITY

Program Structure

H2.O Entry Point

Introductory Programming

Targeted Programming

*Choice Programming**

**THE
PRESEASON**

**HUSTLE GUIDE
#1**

**HUSTLE GUIDE
#2**

**HUSTLE GUIDE
#3**

**HUSTLE GUIDE
#4**

**HUSTLE GUIDE
#5**

**HUSTLE GUIDE
#6**

**HUSTLE GUIDE
#7**

**HUSTLE GUIDE
#8**

**HUSTLE GUIDE
#9**

**HUSTLE GUIDE
#10**

**HUSTLE GUIDE
#11**

**HUSTLE GUIDE
#12**

THE PRESEASON
1 month/20 program
hours of work

HUSTLE GUIDES
10 weeks/60 program
hours per HG of work

* THE MAJORS

- Entrepreneurship
- Employment Readiness
- Reentry Planning
- Healthy Relationships
- Parole Board Readiness

HUSTLE 2.0 Graduates

	Pilot Program	Official Program (Today)	Official Program (Planned)
Workbooks read	12	2	13
Pages of curriculum read	4,562	740	5,140
Pages of homework / writing assignments completed	561	58	652
Test questions answered	646	150	1,250
Hours of work completed	600	80	740

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Intro Programming: THE PRESEASON

348 PAGES
WRITTEN BY US,
FOR US

HUSTLE GUIDE

THE PRESEASON

7.75 x 9"
SOFTCOVER

GOAL INVENTORY

3 things that matter to me (e.g., physical health, family, reading)

1. _____
2. _____
3. _____

3 things I'm good at (e.g., writing, having meaningful conversations, working out)

1. _____
2. _____
3. _____

3 things I'd like to improve (e.g., following through on commitments, reading, trying new things)

1. _____
2. _____
3. _____

The moment you put a deadline on a dream, it becomes a goal.

- Stephen Kellogg

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SETTING OURSELVES UP FOR FAILURE

Let's be real. At one point or another, we have all set ourselves up for failure by setting lofty goals, and then quickly told ourselves, "Well, right, maybe in another lifetime."

"I want to play in the NBA."

"I want to hold the #1 spot on the Billboard Charts."

"I want to be a millionaire in the next year."

Risk is to say that you shouldn't dream big. If any of the statements above are included in your life goals, get it ...

However, many of us have experienced the anxiety that comes after failing to hit a lofty goal. We set expectations too high; we don't think through how we're going to make it happen; we don't give ourselves enough time. We don't give ourselves a chance to succeed.

Our actions tell us a story about ourselves. If we consistently set unrealistic goals and fail, we more easily will consider ourselves to be failures.

If we are consistently setting realistic, attainable goals, we will consider ourselves

worthy and capable of greater things in our lives. We will build momentum to achieve more.

It's important to think about why we set goals and how we're going to achieve them. It's important to remember the impact our goal setting will have on our self-esteem.

The reality is that we cannot always achieve the goals we set. It's important to realize our limitations. Perseverance is important, but if you're giving it your all and it's not working out; if you're feeling tired, frustrated, and discouraged, it may be time to try something else.

Trying something else is not the same as quitting. A quitter doesn't give a full effort, but throws in the towel and gives up when things get tough. That's not what a Honey Badger does.

Honey Badgers adapt and discover different strategies and frameworks.

Achieving a large goal is not a quick, straight path.

You are not measured by how big you dream, but rather, by the actions you take.

LEADERSHIP • 125

LESSONS + STORIES
WRITTEN BY
THE H2.O HOMIES
THEMSELVES

FILL IN YOUR
ANSWERS RIGHT
ON THE PAGES

FLEXIBLE,
EASY TO WRITE
IN + CARRY

California has us on the books as some of its top gang leaders. Most programs are written by people who have never walked a mile in our shoes. H2.O is by us, for us.

"We all fought, and some died, for a city or street that would never be ours."

- Alfred Sandoval, serving LWOP and did 32 years in the Pelican Bay SHU

"So you're too good for a job, but not too good for a cell? You're too cool for school, but you'll stand in front of a judge like all is well?"

- Chris Succaw, serving 57-to-life

You were meant for more.

The Preseason's packed with tips for networking, employment, starting a business ... and even cupcakins. Think you were ballin'? Use our Dope Math Worksheet to see if you'd be better off transforming your hustle. Become a Certified Hustler (with the paper to prove it).

HUSTLE, GRIND, AND INVEST YO' TIME

HUSTLE
GUIDE
• THE PRESEASON

HUSTLE GUIDE

THE PRESEASON

PACKED WITH 12
CRASH COURSES +
WORKSHEETS, RECIPES,
GAMES, AND MORE!

Criminogenic needs addressed: THE PRESEASON							
12 COURSES	History of Antisocial Behavior	Antisocial Personality	Antisocial Cognition	Antisocial Associates	Family/Relational	School/Work	Prosocial Recreational Activities
Entrepreneurship	✓	✓	✓			✓	
Healthy Relationships				✓	✓		
Leadership	✓			✓	✓	✓	✓
Criminal Thinking	✓	✓	✓	✓			
Employment						✓	
Becoming the Solution	✓	✓	✓				
Purposeful Living				✓			✓
Reentry	✓				✓		
Anger Management	✓	✓	✓				
Character Development	✓	✓	✓	✓	✓		
Victim Awareness	✓	✓	✓				
Persevering			✓			✓	✓

HUSTLE GUIDE

BOOK ONE

WANT TO BREAK FREE ...

... From criminal thinking?
Let the tools from H2.0
wrap your bandana and life of crime
or one filled with freedom and purpose
Transform your thug mug into a smile
#HoneyBadgerHeadquarters #OwnIt #Freedom

GET LACED UP OR WORK

Ready to stop building your criminal resume
start polishing your professional portfolio?
Get on to network, interview, and dress to impress
OOTD #OOTD #SuitsAndBoots

WANTED

CALLING ALL HUSTLERS

Want to use your skills to pay
the bills ... legitimately?
If you call yourself an
entrepreneur
Sign up today and set yourself
apart from the competition
#TransformYoHustle #FlexYoHustleMuscle

CALLING ALL CUPCAKERS

REFORMED HEARTBREAKERS,
FORMER PLAYERS, AND
EX-ROGUE ROMANTICS
Tired of playin' games?
You too can find true love and
a healthy relationship
Up yo' game with H2.0
#IsYoBooRightFoYou

services and repairs

TIRED OF PICKIN' LINT OUT YO' POCKET?

If you're living paycheck to paycheck
and your finances are a wreck
Master yo' money with H2.0's financial
literacy courses
End your budgeting woes today
#walletworkout #securethebag
#budgetingbraniac

REALISTIC GOAL SETTING

Ready to send your inner Sluggo sailin'?
Set smart goals and gain confidence
Get wit' da biz by gettin' wit' H2.0
#DontTalkAboutItBeAboutIt #StepYoGameUp

10 COURSES

B.E.A.S.T. MODE

Building Endurance
After Surviving
Trauma

FROM THE CELL BLOCKS TO THE SIDEWALKS

Reentry Expectations

ROUND AND ROUND NO MO'

Exploring Substance
Use Disorders and
Addictive Behaviors

Criminogenic needs addressed: **BOOK ONE**

10 COURSES	History of Antisocial Behavior	Antisocial Personality	Antisocial Cognition	Antisocial Associates	Substance/ Alcohol abuse	Family/ Relational	School/ Work	Prosocial Rec. Activities
Succeeding in Hustle 2.0	✓		✓	✓				
Building Endurance After Surviving Trauma	✓	✓	✓			✓		
How to Learn	✓					✓	✓	
Goal Setting for Success	✓	✓	✓				✓	
Accountability			✓	✓		✓		
Exploring Our Feelings	✓	✓	✓			✓		
Pattern Interrupt	✓	✓	✓	✓	✓			
Exploring SUDs and Addictive Behaviors	✓	✓	✓	✓	✓	✓		✓
Employment Essentials	✓	✓	✓				✓	
Reentry Expectations			✓	✓		✓	✓	✓

Target Demographic



INDIVIDUALS WHO ARE:

- ✓ Able to read English at a 6th-grade level+. **H2.O** is appropriate for men, women, and youth aged 16+.
- ✓ First-time programmers, gang-involved, or other high-risk classification. **H2.O** serves all crime categories and security levels.

Check our
paperwork ...



Why use Culturally Relevant Education (CRE)?

Culturally responsive teaching is defined:

“... as using the cultural knowledge, prior experiences, frames of reference, and performance styles of ethnically diverse students to make learning encounters more relevant to and effective for them.”

—The Geneva Gay and Culturally Responsive Teaching study (2010) p. 31

Relatable Testimonials

A PH.D. IN CONSEQUENCES



By Chris Succaw
aka Sweet Butter Pecan

Most of us have made moves to fill our pockets with illegal money. Like most, for me it was just supposed to be a quick come-up. A means to an end.

Somewhere along the way, it became much more. It became a career. The lifestyle became just as important as the money.

"Easy come, easy go"—that's the motto, right? Well I got that fast money, and that's exactly how I spent it too. Selling drugs was my niche, and I quickly learned that I was exceptionally good at it. I started off corner hustling. Huggin' the block and

slangin' rocks. It was part-time tedious and full-time risky. The most dangerous traps are often the most profitable, so the risk of ending up in cuffs—or worse—is ever present. Just not enough to get me and most others to give up on that fast money. For many of us, the allure of that fast dollar was just too strong to ignore.

I was serious about my grind and quickly elevated from slangin' rocks on the block to moving weight O.T. (out of town/state, where the product sold for much higher prices). Long gone was the plan to make a quick buck and get out of the game.

I can easily speak on the women, the whips, and the ice. All of the turnin' up, shining, and ballin'—but I'm not about to do that. Nah. Instead, I'm going to give you the flipside of the game ... the side of the game that few, if any, ever speak out about.

What gives me the authority to speak on it, you might ask?

Well, I got a Ph.D. in consequences. Consequences of what those of you still asleep consider a "game." Listen up and get woke, homie. I'm certified! I'm 16 years in

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All that remains are the inevitable consequences of my decisions and actions.

REAL TALK: FACING MY TRAUMA



By Brandon Givens
Brandon is incarcerated at the Auburn County Jail in California

I just turned 32 in jail, was recently convicted, and am on my way to prison to start a five-year sentence. I've been coming to this jail for a decade. I've been really good at avoiding, dismissing, and rationalizing behaviors around my chaos, meaning nothing ever changed.

The Preseason was intimidating. The questions were hard to answer truthfully—writing down real answers that came from the heart, not some BS answer. There were many things I didn't want to face or write down ... things I never wanted to think about again. But now I want something

better. I have a daughter who just turned three. I want her to have a better life than I had.

This is the most time I've ever done, and it's really helping me reflect on all this crap from my life. I'm paying attention to my emotions and traumas. I'm doing it to break the cycle.

My Trauma

I lost my twin brother when I was 12. We were skateboarding, and he got hit by a car. Ever since, I've thought, *Life's not fair. I deserve to screw off the rest of my life. I deserve to just throw my life away and stay loaded, and I don't care about my family and important things.* I believed, *Poor me, I've been through a hard time. Now I get to make all these bad choices, and no one's going to blame me, especially not myself.*

Sharing this trauma is new for me. When I was burying my trauma, it just became worse. I wanted to screw up my life more and more. I wasn't healing. Deep down, I was unhappy with myself. The decisions I made caused my family to distance themselves, to protect themselves from me. I never considered forgiving myself or facing my trauma.

When things are going good, I feel this need to burn everything down. I grew up

CRIMINALITY IS A CHOICE



By Darryl Baca
aka Sweet Owl

Living in a world of ignorance doesn't mean you have to continue a pattern of manipulative behavior. If you really believe that you must participate and engage in criminal activity to be accepted, your perception is flawed. Stop believing the stories from 10, 20, and 30 years ago.

When you continue pursuing criminal activity, you send a message that you don't care about what happens to you or to those who mean the most to you. When you get caught up in the game (because it'll definitely catch up to you; believe me), don't go blaming it on outside influences like drugs or claiming, "The homies made me do it."

No one will drag you into a conversation you don't want to be in, or force you to drink that cup of white lightning, or stick a needle in your arm. If you allow these things to happen, it's because you want it.

Like the old saying goes: if you want to run with the big dogs, you're gonna get fleas, boy!

If you were doing things you needed to do to be a better version of yourself, like educating yourself in school and minding your own business, the homies would recognize that, support that, and simply pay you no mind.

We are living in a new era. The narrative has shifted. I want to do things from a different perspective, because I now view life from a different lens. I will not continue to live in the past. For personal growth to occur, I need to think and act differently.

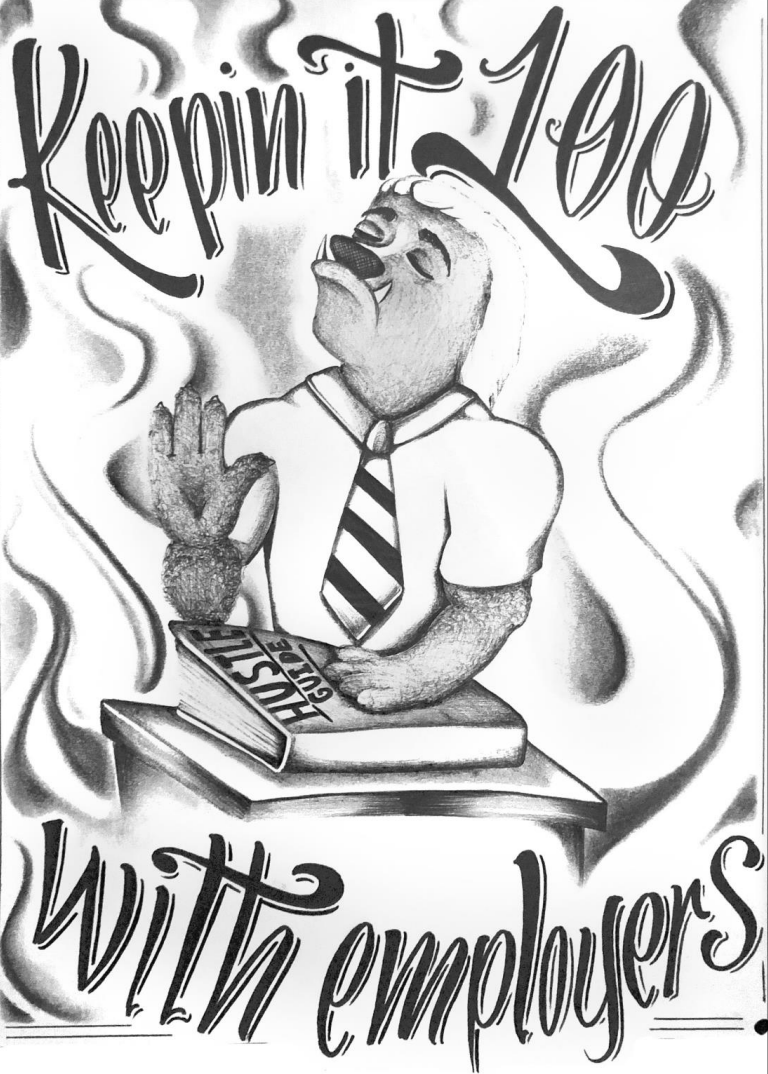
What I am saying to all you youngsters is this: stand up on your own two feet and live a meaningful life of purpose. Show and prove that you're serious about going home by not getting yourself involved in all the dumb sh**!

People will accept you for the person you are, and never for the fake person you are trying to be.

Think about the legacy you want to leave behind; set some goals, achieve greatness, and thrive. We each need to decide what it is that we are willing to devote our futures to.

And for you knuckleheads who choose to continue with the criminal activity and dumb sh**: own your choice. And also own the five, 10, or 15-year denial that you will certainly get from the parole board.

Art and Poetry



HUSTLE SMARTER

By Chris Succaw

aka Sweet Butter Pecan



So you're too good for a job
But not too good for a prison cell
You're too cool for school
But you'll stand in front of a judge with a smiling face
like all is well

Gambling with your life like it's a game of dice
Willing to pay the ultimate price
For material things you find nice

An' through these things you claim you earn validation
As if the level of your accumulation is authentication
Of your manhood and its maturation

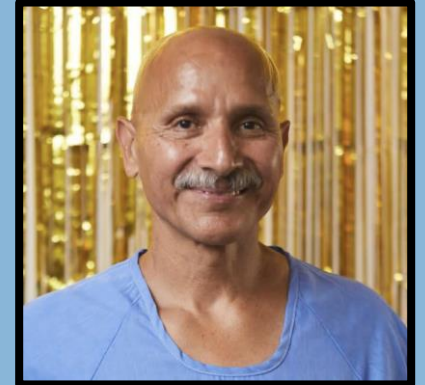
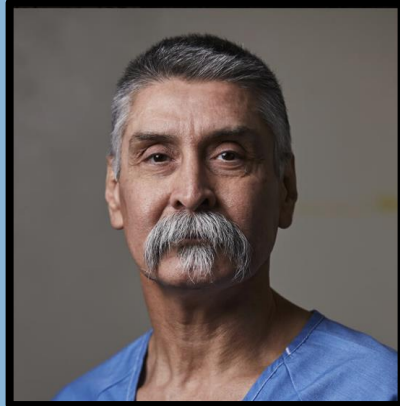
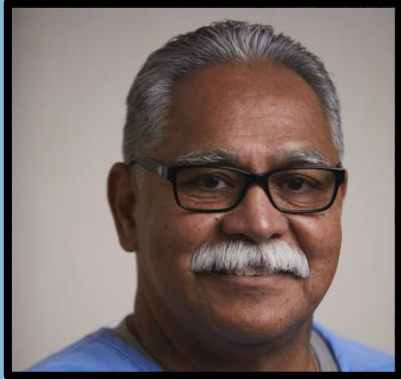
Playing big me's and little you's
As if you're better than those who use
So blinded by your naiveté
That you fail to see that you're both equally confused

Equally lost!
Equally trapped!
The truth of the matter is
That you're blind to these facts
Fortunately, ignorance is a sleep you can wake from

Hustle harder
Hustle smarter
Hustle 2.0!



Why have co-authors with criminal histories?



Inspiring Success Stories

WORD ON THE STREET

WORD ON THE STREET: MASTER PLAN



By Chris Wilson

Chris Wilson was sentenced to life without parole for murder when he was 17 years old. He served 16 years at Patuxent Institution, a maximum-security prison in Maryland.

Since getting out in 2012, Chris has started five successful companies. He works as a visual artist, author, film producer, and social justice advocate. His artwork is collected and displayed internationally, and his production company, Cuttlefish, has produced successful films. He is also the founder of the Chris Wilson Foundation, which

supports social entrepreneurs and prison education, including reentry and financial literacy for returning citizens, as well as art-related programs.

Chris' book, The Master Plan, tells the story of how he got his act together, got out of prison, and became a millionaire.

They call it rock bottom, like it's a hard floor you go crashing onto. But here's the thing: There's no floor. You only see it that way later, because rock bottom isn't a place. You can *always* go lower. Rock bottom is a decision. It's the moment you decide to stop falling and take control of your life.

Every path starts with a first step. Here's some advice: Take the easiest one first.

It was fear that got me on my feet. I was a 17-year-old kid who had just taken a man's life. And I only had six months to prove that I could move up a tier at Patuxent or get moved to a more dangerous prison. I figured getting my GED would prove that I could stay. I struggled with a lot of stuff in school, especially math. I knew I had to get over that fear to pass the GED.

Stephen Edwards was in the same housing unit as me. He was a super quiet kid, and would always come out to the dayroom with a big stack of books. It was

GOOOOOAL! • 139

CASE STUDY: HONEY BADGER FIGHTS FOR HER RIGHTS

Shelley Winner



Shelley giving a TED Talk

Microsoft gave Shelley an offer. Then they rescinded it.

Shelley Winner had followed in the footsteps of her father to prison, and she sobered up after a long fight with drugs.

Though Shelley had never worked in technology, she knew she loved it and was dead-set on landing a tech job. After getting out of prison, Shelley was connected to Deedee, a mentor. Deedee is a technology executive who cared for Shelley as if she were her own daughter. Deedee helped Shelley navigate the world and even funded a technology training program for her.

Finishing this tech-training program qualified Shelley for a Microsoft job. She is charismatic and has mad sales skills.

Some states now have "ban the box," a law that forbids companies from asking job applicants to check a box on their applications if they have criminal records. The law prevents employers from discriminating against people with criminal histories, so long as the crime isn't related to the job (e.g., a former bank robber won't be hired as a bank teller).

Shelley knew Microsoft had made a mistake in rescinding the offer because of her drug charge, so she fought it. She got the decision reversed, and they rehired her.

Six months later, Shelley was recognized by Microsoft as a "Most Valuable Player." She's been promoted since, becoming the top revenue generator on her team. She was even flown to Seattle headquarters to celebrate her accomplishments.

More companies have decided that they want to hire more people with criminal histories, all because of the outstanding leadership and role modeling of people like Shelley.



How does Shelley's story inspire you to believe in yourself?

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WORD ON THE STREET: CONBODY, THE NEW WALL STREET WORKOUT



By Coss Marte

Eight years out of prison, Coss has raised \$15 million from investors to scale CONBODY globally. His business has served 75,000 customers. Coss has hired 51 formerly incarcerated people as his trainers.

In 2009, I was sent to federal prison. I was 23 and had been the kingpin of a drug operation. I was grossly overweight and had high blood pressure and high cholesterol. The doctor told me that if I didn't start exercising and eating right, I would die. My

fear motivated me, and I decided to change. I began working out in 2010.

It was hard at first. I started working out for five to 10 minutes at a time, and was like, *Screw this*. This is way too hard. And I gave up. But I saw others working their butts off to get in shape, and I thought, *If they can do it, so can I*, and I re-committed to working out every day. I learned body weight-bearing exercises from incarcerated people and COs who had been Marines.

The people on my tier clowning me, calling me "sweet cheeks" and "fat Forrest Gump." That just motivated me to work harder. It was embarrassing to be the fat guy running on the yard when other guys were doing hundreds of push-ups, but I made myself do it anyway, and I literally ran the track with my middle finger up.

Three years into my sentence, I was sent to solitary with no way to communicate with anyone on the outside—not even a stamp to send a letter. Frustrated, I finally opened the only book in the cell, a Bible. As soon as I started to read, a stamp fell out of the pages.

Something changed while I read Psalms in that cell. I started realizing how selling drugs had created a web of destruction in my community. Not only had it landed me in prison, but it ruined the lives of the

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Why all the jokes and “distractions?”

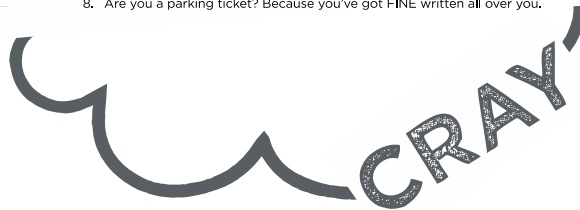


CHEESIEST BREAKUP LINES

1. Want to know a joke? Our relationship.
2. I regret having held in even a single fart for you.
3. Our relationship is like a fat guy, it's not working out.
4. I treated this relationship like my diet, one cheat day a week.
5. Is it hot in here or is this relationship suffocating me?
6. Sorry you didn't meet my ridiculously low standards.

CHEESIEST CLEAN CUPCAKIN' LINES

1. You may fall from the sky, you may fall from a tree, but the best way to fall ... is in love with me.
2. Can I tie your shoe? Because I can't have you fall for anyone else.
3. Your hand looks heavy. Let me hold it for you.
4. Know what's on the menu? Me-n-u.
5. Guess what I'm wearing? The smile you gave me.
6. Me without you is like a nerd without braces, shoes without laces, a sentence without spaces.
7. Is there a science room nearby, or am I just sensing the chemistry between us?
8. Are you a parking ticket? Because you've got FINE written all over you.



Resoomay
Sluggo D. Sloth

123 palm tree blvd
Bum city, CA
#chillin@gmail.com

Skillzzz

- Enthusiastic sleeper
- Eats well
- Very focused on nothing
- Hangin' and bangin'
- Disorganized
- Expert at chillin'

Education

- Self-edumacated
- Readin', Ritin', and Rithmatic

Xperience

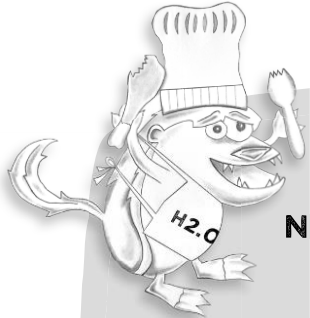
- Chillin' since day one
- Hangin' since day one
- Eatin' since day one

Interests

- Mainly just chillin'
- Ladies
- Hangin'
- TV, TV, and some mo' TV!

*They say nothing is impossible, but how can that be true
when I do nothing all day.*

Games and fun elements



NACHOS TOPOS LOCOS

By Richard Garcia

Ingredients:

- | | |
|---|------------------------------------|
| 2 Cactus Annie tortilla chips | 1 tsp of Cilantro leaves |
| 1 San Miguel salsa verde/green sauce | 1 tsp of Lime juice mix |
| 1/2 Velveeta Mexican cheese block | 1/2 bag of Cactus Annie pork rinds |
| 1 Brushy Creek salami stick with beef and chicken | 1/2 of Onion or minced dried onion |
| 1 Chilorio de Pollo | 2 pouches of Hot chili beans! |
| 2 Pickles | |

How to assemble:

- ☐ Put chilorio de pollo, salami stick, and bag of pork rinds in a bag and heat up to let all the flavors marinate.
- ☐ While that's going, cut up pickles to pieces and mix in a small bowl with cilantro leaves and lime juice mix and add a little cold water.
- ☐ Cut up the onion (if available).
- ☐ Put the 1/2 block of Mexican cheese in a small bag and melt.
- ☐ Heat up chili with beans ... make it hot!
- ☐ In a bowl, add some tortilla chips, then some chili with beans. On top of that, add some meat mixture. Melt cheese on top of that; then add the pickle mixture and onion or minced dried onion.
- ☐ Final touch: add the salsa verde.
- ☐ For some kick, add sliced jalapeño.

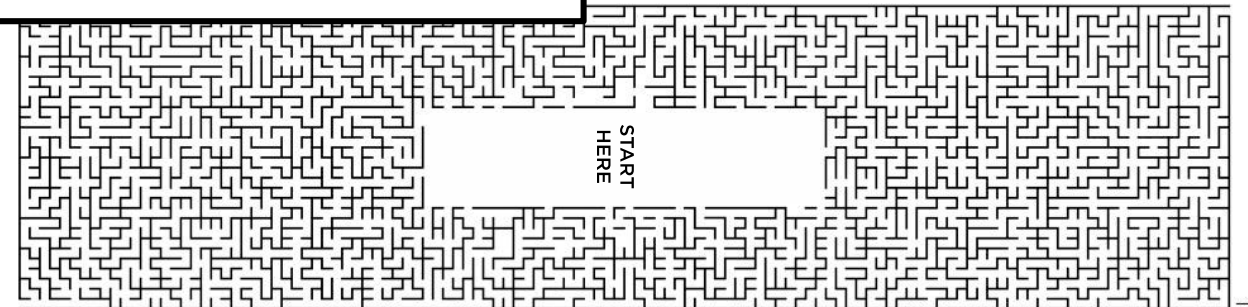
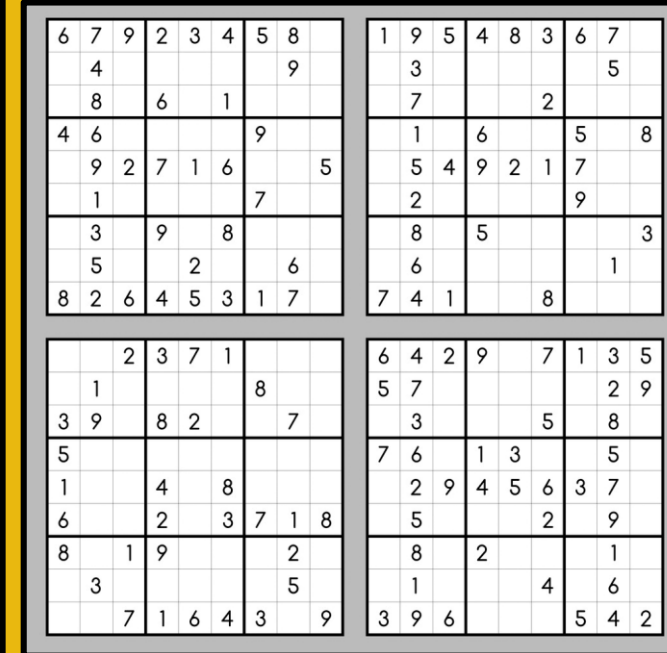
HEALTHY RELATIONSHIPS

Q R C O V P T E K D L B
S P U H T N F R A Q K N J N J W
L M U K M U L L Z S J X K L O K F E W A
J J O W C A L S Y Z Z O K H A A F C Z F C I R R
P R P V F W Y N T V Y F X M D W N F F C L F R P R H
I M B I B E I H E A L T H Y X L K C O R R J S W K I P P F I
I M I H I Z T K T Z P E S I E A J F E V J Q W B A P M E Q F A
V Z Z S L V P B N E E U H T M G M N F H V P H T H A E N J Y X
A Q W N O B H U Q H C H I A U O I P Q G D Z K A V A Y P L U I
H F G O O X X R O Y W U W K R X P H U D I G I E C H O A Q J W
Y B Z I F H U E H J I I G C H D X O T Y H B R S U O M L A D O
K W G T B I D G U V N P W J W N E G P B N I L Q L O Q K C C I
A J A V D R D S N R N F L Y D W R Q H C K H J F K U U R O
X I L T C H A T I H Z Q X Z U J A Y K K M S V G X P Y I S
A D E J P R B L Y W L D V O N O D Q A X Y C V X C K Y C E
H R S D F Y E O J T C B I N S C I F F Q H B A B P I X
X Z M R N E O H O E P A R T N E R Z K N Z K A H T F H
E X A M N V S F I H Y S B U G I B O M I B R S O L
X S K H O M F P Q M O Q B U I L K Z N J D I T M F
R W D H T M V H X Q W J S X L Q G Q S R K V X
A Q Z U E T T X E V L V I C H Z J E J O A
G C S Z D O U C F S S F M F Z T T O C
D F I S E L M N R X S Y N W C V K R N
C Y H U S S A R E P Z V A K Z T O
N P Z T Y M F C R P R I S Y C
K B P S O N D E A X S N Z
I Z P R S B H Y V Q Q
Y W H C I D P
V L E Z A
M E K
I

CHARACTERISTICS
CRIMEY
CUPCAKING
FRIEND
HEALTHY

HONEY BADGER
HUSTLE
HUSTLE HARDER
LOVE
MAVERICK

PARTNER
PENPAL
RELATIONSHIP
ROMANCE
SLOTH

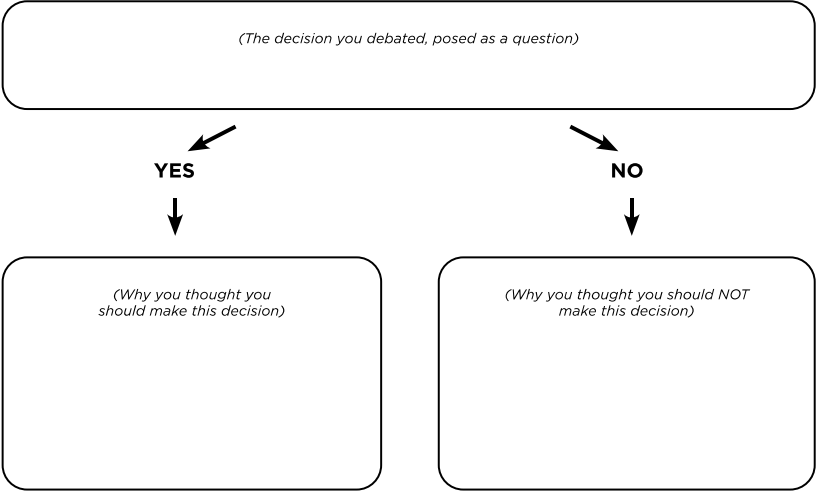


Why so many pages?



MY RECENT DECISION TREE

Pick the *most recent bad decision* you made (e.g., going back to the poker table and gambling last week). Analyze your decision by writing out your tree. Say you had told yourself you'd stay away from the table (and had succeeded for three months) ... so how did you decide to go back?



In a separate journal, we encourage you to analyze the 10 decisions you've made: five good decisions and five bad decisions. Write your tree for each decision.



MY TOP INSECURITIES

Summarize what you've realized about yourself. Write your top five insecurities for each category.

	Insecurities that Influenced Criminal Behavior	Current Insecurities	Likeliest Future Insecurities
1.			
2.			
3.			
4.			
5.			

Exercise: In Your Own Journal

Identifying a list of insecurities is a nice start ... but we need to be able to articulate insight into our insecurities and what we've done to address them. See our table below for an example, and replicate this in your journal with each of the insecurities that you've identified.

Insecurity	Being Rejected
Why I felt this way	I was scared of not having friends around because I hated being lonely. I didn't want to be by myself because I might be the one to get picked on.
How it manifested in my actions	I did everything my friends told me to do. I would never say no. I was a follower, and I didn't think for myself.
How it led to my criminal behavior	I was the one who did the shooting. Part of the reason I did it was to impress my friends and show that I was down with the 'hood.
What I've done to address this insecurity	I've named this insecurity and identified the way it shows up for me in my daily life. Whenever I feel insecure about being rejected, I take an inventory of why I feel this way, who I am afraid of being rejected by what will happen if they do, and what harmful actions and thoughts this particular insecurity could lead to.

Self-reflection and knowledge application



WHAT CAN BE ADDICTIVE?

Myth: Addictive disorders only involve drugs or alcohol.

Truth: Addictive disorders can involve a substance or a behavior.

Check any addictions or behaviors you've engaged in in the past.

- | | |
|--|--|
| <input type="checkbox"/> Criminal behavior | <input type="checkbox"/> Aggression |
| <input type="checkbox"/> Caffeine | <input type="checkbox"/> Social media |
| <input type="checkbox"/> Alcohol | <input type="checkbox"/> Gambling |
| <input type="checkbox"/> Tobacco | <input type="checkbox"/> Pornography |
| <input type="checkbox"/> Marijuana | <input type="checkbox"/> Masturbation |
| <input type="checkbox"/> Illegal drugs and substances that get people high | <input type="checkbox"/> Sex |
| <input type="checkbox"/> Inhalants | <input type="checkbox"/> Video games |
| <input type="checkbox"/> Prescription drugs (e.g., sleeping pills, tranquilizers, and sedatives) | <input type="checkbox"/> The internet/computers |
| <input type="checkbox"/> Exercise | <input type="checkbox"/> Work |
| <input type="checkbox"/> Shopping | <input type="checkbox"/> Seeking and experiencing pain |
| <input type="checkbox"/> Stealing | <input type="checkbox"/> Cutting/self-harm |
| <input type="checkbox"/> Risky behavior/adrenaline | <input type="checkbox"/> Unhealthy relationships |
| | <input type="checkbox"/> Food/overeating |
| | <input type="checkbox"/> Arson/setting of fires |

Using a substance or engaging in a behavior doesn't automatically mean you have an addictive disorder. *DSM-V* categorizes substances, gambling, and sex as addictive disorders. The other examples on our list don't have enough supporting documentation to qualify as "addictive disorders."

Correctional folk might only care about *diagnosed DSM-V* disorders—

and won't be concerned about you eating too much chocolate cake. But at Hustle 2.0, we care about anything that is stopping you from being your best self, which is why we encourage you to take a look at any behaviors that have become unmanageable or unhealthy.

Just about anything can be addictive when it starts taking over our lives.

Name _____

MISSION 7: YO' STOP BUTTON FUNCTION

If there was a single pattern you could change in your life, what would it be? Explain.

- ① _____
② _____

Look at page 241 and pick any trigger (**other** than the examples we used) to complete this table. Notice how the two options for Think/Feel/Do lead to two outcomes. When completing this, show two outcomes.

Trigger: ① _____

	Option 1	Option 2
Think:	① _____ _____	① _____ _____
Feel:	① _____ _____	① _____ _____
Do:	① _____ _____	① _____ _____

After completing the consequence trails inventory (pages 248–252), answer the following: What did this inventory reveal about your past patterns? What did you learn about yourself by observing these patterns?

- ① _____
② _____

What warnings does your inventory give about future behaviors and choices?

- ① _____
② _____

What behaviors, people, or circumstances do you need to avoid at all costs?

- ① _____
② _____



NO JUDGMENT QUIZ: EVALUATING MY CONTRIBUTIONS

	AGREE	DISAGREE
I say good morning and good afternoon to c/o's (even the ones I don't like).	<input type="checkbox"/>	<input type="checkbox"/>
I've been honest with every c/o I encountered this week.	<input type="checkbox"/>	<input type="checkbox"/>
I speak to c/o's the way I want to be spoken to.	<input type="checkbox"/>	<input type="checkbox"/>
I believe all c/o's are the same.	<input type="checkbox"/>	<input type="checkbox"/>
I would never shake hands with a c/o.	<input type="checkbox"/>	<input type="checkbox"/>
I believe all c/o's are against me.	<input type="checkbox"/>	<input type="checkbox"/>
C/o's are corrupt and will set me up if they have the chance.	<input type="checkbox"/>	<input type="checkbox"/>
I have been rude and disrespectful to c/o's.	<input type="checkbox"/>	<input type="checkbox"/>
I'll show a c/o respect only after they show me respect.	<input type="checkbox"/>	<input type="checkbox"/>
I think it's funny when I see someone go off on a c/o.	<input type="checkbox"/>	<input type="checkbox"/>
I believe that a c/o has a very difficult job.	<input type="checkbox"/>	<input type="checkbox"/>
I admire the effort some c/o's put into creating a safe environment.	<input type="checkbox"/>	<input type="checkbox"/>
If the c/o's would just leave me alone, there wouldn't be any problems.	<input type="checkbox"/>	<input type="checkbox"/>
I continue to engage in criminal activity that reinforces stereotypes.	<input type="checkbox"/>	<input type="checkbox"/>

Think about your answers, and then decide whether you're part of the problem or the solution. It's easy to say, "Well they don't say good morning to me, so why would I say good morning to them?" Are you a Honey Badger or a Sloth? A leader or a puppet? When you see something that's broken, can you take the initiative to fix it? We're only responsible for our own character and behavior.



How could you level up?

Why is it a self-directed, in-cell program?

THE BRIGADE: TIPS FOR HOMEGROWN HONEY BADGER PEER GROUPS

Yes, you can learn this content on your own, but you'll really absorb it by discussing it with at least one study buddy. Working with others can help you stay motivated on tougher days.

Who: Three to four people is ideal. The more diverse, the better! Find someone younger, someone older, and someone of a different race or religion. Choose people you feel safe with. If you're the only one around doing H2.0, get creative. Ask your cellie, people in college, or staff members if they'll discuss topics with you. If you're in restrictive housing, what's stopping you from talking to people housed around you?

Where: Sitting around a table at day room or yard is ideal. If it's just you and your cellie, meet in your cell.

When: One to three times a week on a regular schedule.

How long: Keep it to one hour.

What: After Brigade members read and complete all quizzes and journal prompts for that week's course, discuss:

- Answers to quizzes and prompts.
- "Hold Me to It" questions (page 367).
- Anything confusing or that you disagreed with.

Facilitating: Have Brigade members take turns facilitating. *Facilitators aren't teachers; they aren't experts.* To be a great

facilitator, create a meeting plan, ask questions, keep the group on track, and point out if someone is distracting the group, rambling/hogging, or is displaying unhelpful behavior. Kindly but firmly get back on track. ("James, we're getting off track here, so let's go back to the original question.") Watch the clock so everyone can share if they want to.

Create a group agreement; agree to ground rules in the first meeting.

- **DOs:** Make eye contact when talking and listening. Be respectful. Come prepared. Agree that it's okay to disagree.
- **DON'Ts:** Don't be aggressive or put others down. Don't joke during serious discussion. Don't hog. Members can attend and just listen (no one's forced to share), even if they opted out of a course.

Icebreakers: You might want to begin discussions with *five minutes* of icebreakers. Ideas:

- **Green, Yellow, Red:** Share how you're doing—green for great, yellow for so-so, and red for pretty crappy. Explain *why*.
- **High, Low, What Do You Know:** What was the best thing about yesterday, what was the worst, and what's one thing you learned?
- **Three Words:** What three words first come to mind when you think of today's course?



MY BRIGADE PLAN

Who do you want to be in your peer group? List three to four names.

Where would you like to meet with your group?

What are the best days for you to meet with a group? List two or three days and times.

How is your group going to handle facilitation? Plan out your first three meetings.

Meeting Date	Facilitator Name	Course to Discuss

What are three ground rules you want for your Brigade? What else makes up your group's agreement?

How are participants held accountable?

Internal vs. external motivation

81% “I have done exercises that are recommended, but are not required (e.g., Emotional Check-In, extended journaling exercises).”

75% “I’ve given the Accountability Questions to my partner to ask them of me.”

HOLD ME TO IT ACCOUNTABILITY QUESTIONS

Pro Tip

Use these questions in your peer group and/or with your accountability partner. We're including a copy of these questions in the Re-Up so you can mail them home or give them to whoever is holding you accountable.

The Rundown // Program Intro

1. After completing *The Preseason*, why did you choose to go on to *Book One*?
2. Share how Hustle 2.0 can help you make a lifestyle change. Describe *in detail* what this would look like for you.
3. What are some choices you have within H2.0, and what choices are you making?
4. What parts of H2.0 are you most excited about? *Why* are you excited about this?
5. How do you define success with H2.0? What are your hopes or goals for this program?

B.E.A.S.T. Mode // Building Endurance After Surviving Trauma

1. Are there relationships/areas in your life in which you want boundaries? What makes it difficult to put boundaries in place? What do you need to make it happen?
2. Share one trauma that is still affecting you today and how it's affecting you.
3. Describe what is meant by a “protective factor,” and describe protective factors currently in your life.
4. What protective factors do you want to develop, and how could they help you in the future?
5. Describe a coping skill that is currently helping you take care of yourself.

Discovering Yo' Inner Scholar // How to Learn

1. Of the four learning styles, which do you prefer?
2. How will you pair your learning style with your H2.0 work?
3. What excuses have you found yourself making when you're procrastinating?
4. Describe how you plan to study smarter (not harder).
5. What inspires you most about David Hornik's story of managing his dyslexia? What are you still thinking about?

HUSTLE, GRIND, AND INVEST YO' TIME

HUSTLE 2.0 PAROLE BOARD
READINESS, VOL 1

HUSTLE GUIDE

PAROLE BOARD READINESS, VOLUME I

<p>MODELING</p> <p>BEDS—KITCHENS</p>	<p>HEATING—</p> <p>HEATING—All types, hot water tanks. Sales & service, garbage disposal. All work guaranteed. A. A. SERVICE, 993 S. Cooper. 278-9581.</p>	<p>INSTALL NEW ROOFS REPAIR OLD ROOFS</p> <p>PLUS gutters, painting, aluminum siding, concrete work. For all your construction needs, call day or night.</p> <p>Creswell Construction</p> <p>NO DOWN PAYMENTS FREE ESTIMATES</p> <p>222-1366</p> <p>NEW ROOFS Installed. 15 year guarantee, old roofs repaired. We specialize in insurance repairs. Call for free estimate. Maupin Roofing and Construction Co., 2172 Young, 278-5930 or nights 323-0044.</p>	<p>CONCRETE WORK—</p> <p>call 323-4571</p> <p>No Down Payment</p> <p>CONCRETE DRIVEWAYS</p> <p>ALSO PATIOS</p> <p>CALL FOR FREE ESTIMATE</p> <p>J. D. HUNT CONST. CO. INC.</p> <p>1660 GETWELL 24 Hr. Service</p> <p>MEMPHIS CONCRETE</p>	<p>PAINTING—PANELING</p> <p>Call For Free Estimates</p> <p>HOME BLDGS. SUPPLY Co.</p> <p>820 S. Willett 275-8128</p>	<p>REPAIR OLD ROOFS</p> <p>PLUS gutters, painting, aluminum siding, concrete work. For all your construction needs, call day or night.</p> <p>Creswell Construction</p> <p>NO DOWN PAYMENTS FREE ESTIMATES</p> <p>222-1366</p> <p>NEW ROOFS Installed. 15 year guarantee, old roofs repaired. We specialize in insurance repairs. Call for free estimate. Maupin Roofing and Construction Co., 2172 Young, 278-5930 or nights 323-0044.</p>
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The End Product

PAROLE CONSIDERATION DOCUMENTS

For Initial Hearing

CALIFORNIA BOARD OF PAROLE HEARINGS

Date Submitted: 8/18/2021
Hearing Date: 9/8/2021

Abel [REDACTED]
CDCR #: [REDACTED]

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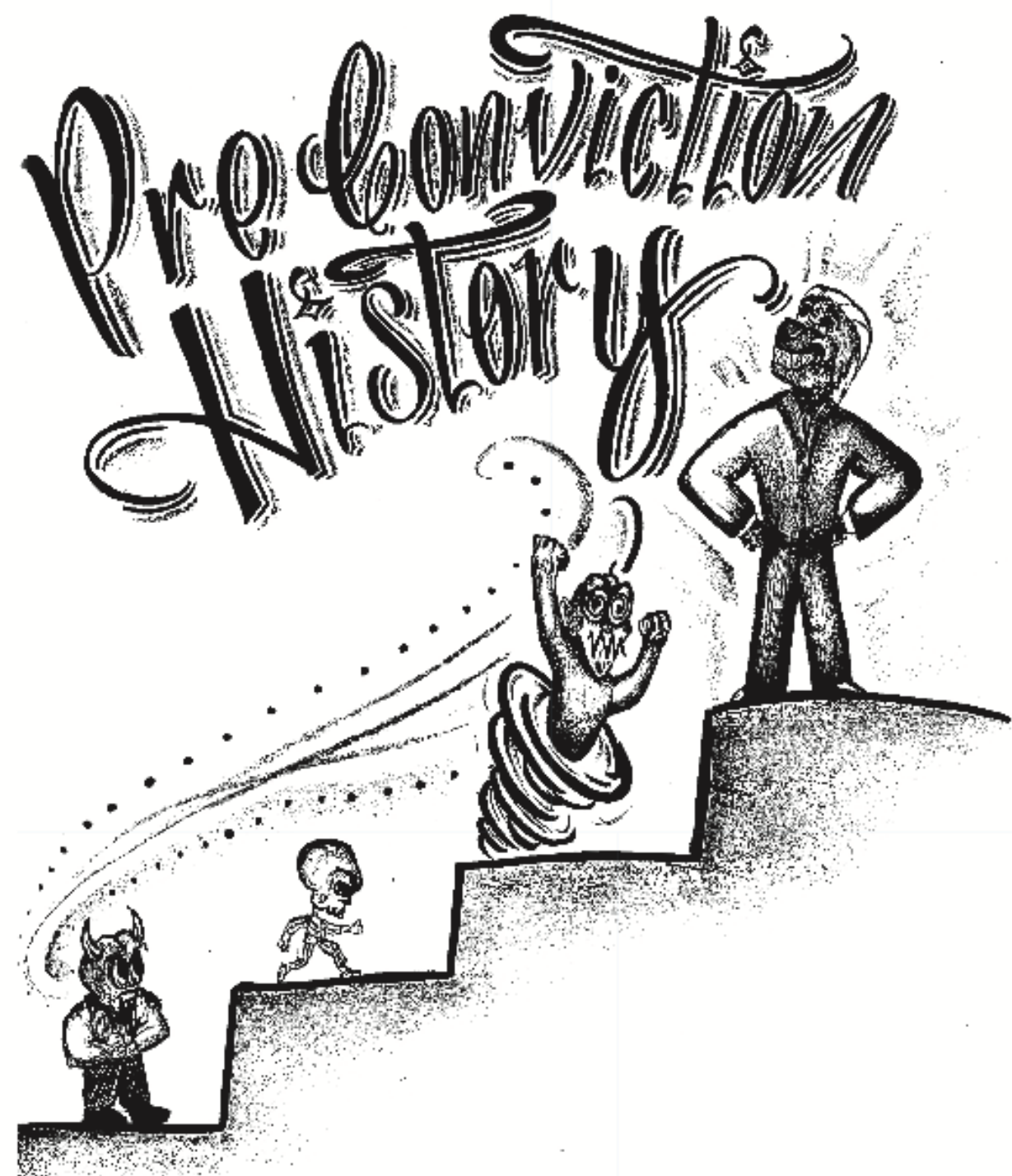
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PRECONVICTION HISTORY, PART I:

CHILDHOOD TRAUMA AND ADVERSE EXPERIENCES

Waaaay Back in the Day ...

◀ Illustration by Trenton Dukes

TRAUMA #1

I was four years old, being walked to school, and witnessed my cousin Tony's murder. It happened on a street corner as he hailed an ice cream truck.

Afterward, I received no care or support and was left alone. I woke up frequently from nightmares and was told to "grow up."

Immediate Impact	Terror. I was scared to even leave the house for days. Feelings of abandonment. No one checked on me.
Long-Term Impact	I still have problems opening up about things that bother me. I stopped expecting anyone to come in and comfort me for anything.
Negative Values Formed	I am on my own. It's up to me to take care of myself. Distrust of authority figures. Even the cops didn't look at me.
Steps I've Taken to Heal	<ul style="list-style-type: none">• I have openly discussed the trauma and now talk about my pain.• I've voiced how abandoned I felt to my family.• I've learned I should have been allowed to be afraid and comforted in my fear.• I have forgiven the people who neglected me.
New Values Formed	It's good to be part of a community. To be supported. To be willing to offer an ear to those who need one the most.
Additional Comments	I had blocked out this event for many years. Being able to discuss the pain and abandonment I felt is huge for me.

Addiction and Recovery

Over the course of my life, I have engaged in the following addictions. I am choosing to focus on the three most prevalent and destructive addictions that have led or contributed to my antisocial behaviors. I have additionally included Relapse Prevention Plans for two of these addictions in this Parole Pack.

Addictions in My Life	
<ul style="list-style-type: none">• Drugs (weed, coke, meth, etc...)• Criminal behavior (everyday)• Sex: I chased it regularly	<ul style="list-style-type: none">• Violence (fights everyday)• Alcohol (drinking almost daily)• Anger (a deep well that was raging)

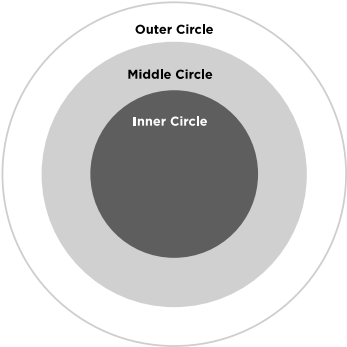
My #1 Most Destructive Addiction: SUBSTANCES	
Description (Behaviors and Thoughts)	I was using something (anything) daily. It didn't matter what. I was looking for oblivion. Anything to block out what happened. It got to the point where people were surprised if I was sober.
First and Last Occurrence	I started weed at 11, and did all the harder drugs at 12 and 13. I continued until about the end of 2017 (on and off).
Negative Impact	It was never enough. I could go for days on end. My mind would start playing tricks on me. Sleep deprivation. I carried the shame of knowing my family paid for my high.
When I Realized I Had an Addiction	I knew I was an addict when I realized I never turned it down. When I sat there, without shame, and still went for another hit.
When and How I Became Sober	I moved in with a sober celly who didn't tolerate usage, at all. Saying "no" became second nature. I began to study the 12 Steps.
Steps I've Taken to Recover	<ul style="list-style-type: none">• I haven't used and don't associate with many who do.• Whenever I feel the urge to use, I call a friend. It keeps me well.• Practicing the Steps.

THE THREE CIRCLES

The ideas of an inner circle, middle circle, and outer circle originated from SAA (Sex Addicts Anonymous) to help define what constitutes sobriety for each individual. For some addictions like drugs and alcohol, it may be easier to define sobriety and where to draw the line at a hard no. In AA, they say, "It's the first drink that gets you drunk, because it opens up your triggers and craving for more." If you are an alcoholic, sobriety means saying no to alcohol in any form or quantity.

But what if you're addicted to overeating, like Sluggo? You can't abstain from food altogether. The concept of the three circles will help you define sobriety and identify the behaviors to avoid. Even if you have an addiction to drugs or alcohol, we recommend using the three circles to identify your triggers and behaviors or situations that are likely to get you into trouble.

As you fill in your three circles, we recommend working with your program sponsor, accountability partner, or mentor.



Ultimately, the definition of sobriety is ours, but if we think we can define our program of recovery in isolation, we are fooling ourselves that we will not fall back to addiction. Our self-made programs may deceive us, becoming too loose or too restrictive.

— Sex Addicts Anonymous

Causative Factors

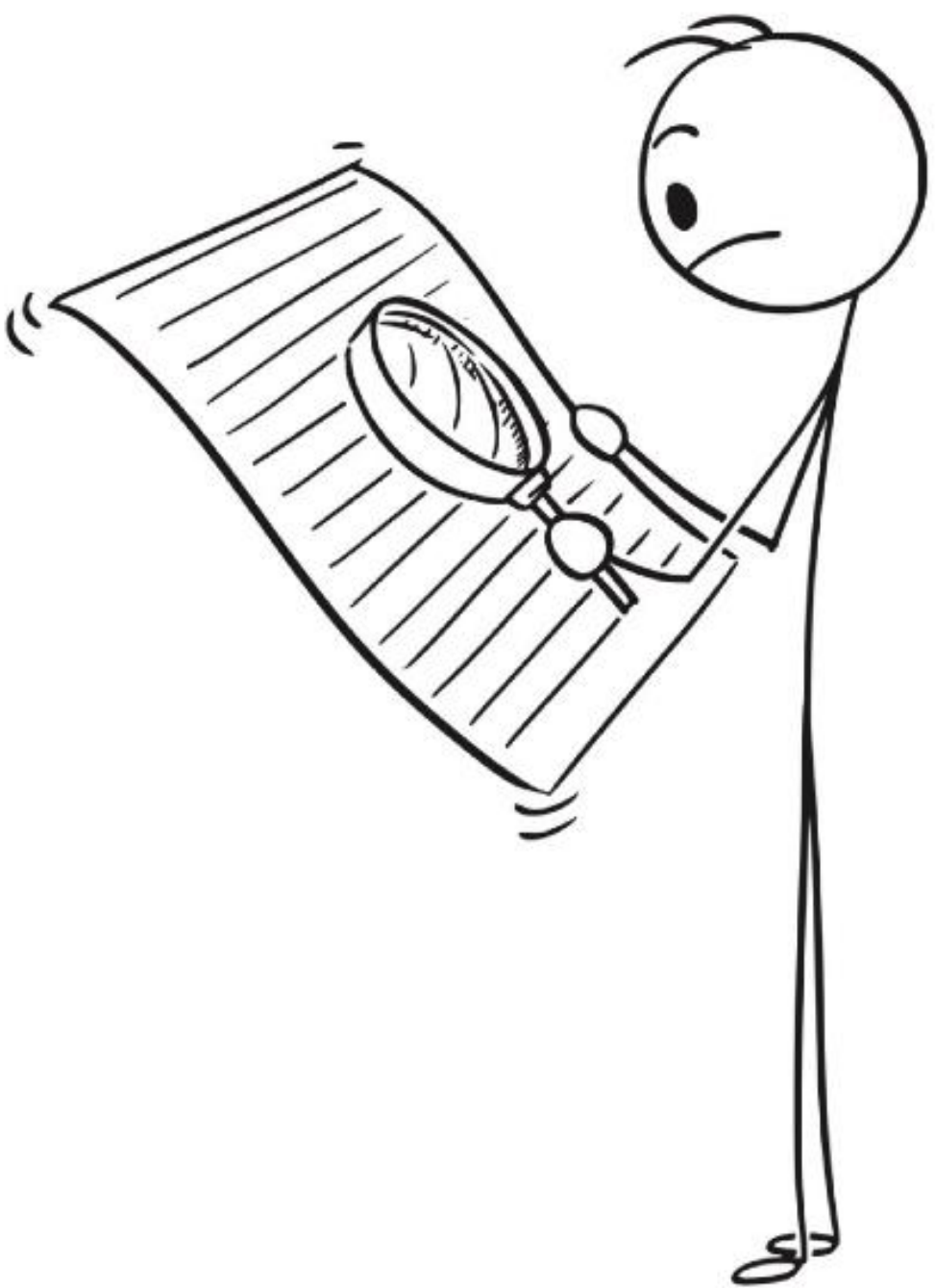
Causative Factor

The Redemption

Felt victimized and harbored grievances	Are an empowered survivor and healer of others
Felt despair and hopelessness	Are self-respecting and optimistic
Thrived in stress and chaos and risk-taking and substance use	Thrive in education, work, relationships, hobbies, interests
Blamed others	Takes initiative and directs our life
Sought out confrontation and enjoyed heated exchanges	Rejects violence as a problem-solving solution—no exception, period
Were alienated, detached, lonely, and withdrawn	Are socially connected and attached to positive people
Were vigilant, fearful, and on edge	Are relaxed, safe, and comforted
Were numb, emotionless, uncaring, remorselessness, and unable to feel empathy	Experience a full range of emotions, are emotionally in-tune, sensitive, and concerned for others, feel appropriate guilt and inhibition
Were reactive and impulsive and unable to think things through	Are thoughtful and mindful and restrained
Were angry, hot-tempered, full of rage and easily provoked	Are balanced and peaceful, able to walk away from situations
Were vindictive and punishing	Are forgiving and fair
Lacked direction and hope	Have goals and seek meaning in life
Attracted to others involved in gangs and crime or believed benefits of crime outweighed the costs	Distance ourselves from nonprogrammers and connect with others who are changing themselves

My Most Prevalent Causative Factor: ANGER

Causative Factor	Anger: I would go from 0 to 100 in a split second.
First seed of character defect	My grandfather was always angry and took it out on us. I began to feel anger for him and took it out on friends.
3 examples of Character Defect (Preconviction History)	<ul style="list-style-type: none"> I would fight almost every day in school, for no reason. When I joined the gang, all it did was give me an excuse to do it more. I hurt my cousin badly at a barbecue when he shouted at me. I snapped and don't remember much of what happened during my rage. I brought the anger home and started hurting my younger brother. He became the focus for a lot of my misplaced rage.
Role of Character Defect in My Crime	The time it took for me to go from calm to thinking, This has to happen, was almost nothing. Given where my head was at it, I could have committed murder against just about anyone that day. They just had to be in front of me.
3 Examples of Character Defect (Postconviction History)	<ul style="list-style-type: none"> I had no regard for the rules. I didn't care if I got a write-up. The only rules that mattered were the gang's rules. I just didn't care. I took pride when the guys would ask me to make a weapon or alcohol. Every time I got away was a "feel-good time." I had no problem in raising my hand to hurt someone. A lot of times, I even asked if I could be the next one to do it.
Antidote to the Character Defect: 3 Ways I've Worked on It	<ul style="list-style-type: none"> Work and self-reflection. I finally started the mourning process for my brother and friends. A lot of it stemmed from that. I joined a council group where I openly discussed a lot of the moments and hurtful memories that give birth to the rage. Graduated and became a facilitator for Defy Ventures. Working with different personalities made me practice patience and conflict resolutions strategies.
Seed of Antidote: My First Experiences with the New Positive Character Trait	<ul style="list-style-type: none"> In the gym, I was asked to step up and try to release some of the anger over my son's death. Rather than explode, I cried. Doing an "Impact Challenge" allowed me to commit acts of kindness for others. Not only did I participate, I won the challenge. I was surprised when a guy came and asked me to talk about a problem he was having. I was honored that he asked me. I wrote and asked my son's mother to forgive me for my anger.
Antidote in Action: Examples of the Positive Character Trait	<ul style="list-style-type: none"> I helped to facilitate several cohorts for Defy. Became one of the leaders among the facilitators as well. I organized and helped run the first ever Walk Against Cancer to benefit Relay for Life. It took 18 months to happen but, it did.



OWNING YOUR CRIMINAL HISTORY, PART II

Yo' Criminal History
Ain't No Mystery

Down Payment
DRIVE

TE WORK—

MODELING EXPERTS
KNOWLEDGE, Price reasonable
E TILE & MARBLE CO.
323-7679

ADD A ROOM

Terms—No Money Down
ROOM ADDITIONS
GARAGES—CARPORTS
REPAIRS—REMODELING
ROOFING—CONCRETE
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CUSTOM build at production
prices. Carl Carl Construction Co.,
682-6477.

PLASTER, patching, sheetrock, ce-
ramic tile (white). Ludlow, 683-5690.
CARPENTER—New, remodel; no job
too small Mike Facelli, 363-9283.

FLOOR REFINISHING—

FLOORS SANDED, refinished and
laid. C. A. Harrell, 685-8136.

FLOORS REFINISHED 948-0842
Augustus Bell

FLOORS Refin., special on vacant
houses. Froyser Floors, 357-4024

FLOORS sanding
WORK

INSTALL NI
REPAIR OI

PLUS gutters, do
siding, C

PLUMBING—
PLUMBING repair
ed. Sanders, 274-96

ROOFING—

Crime Impact Statement

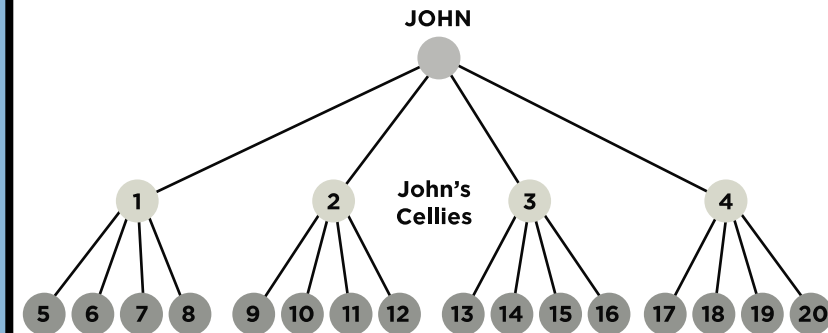
WORKSHEETS ON ...

- Crime Summary
- Description: What Happened That Day
- Premeditation: Plans and Intentions
- The Direct Victims and the Harm I Caused Them
- The Indirect Victims and the Harm I Caused Them
- The Tertiary Victims and the Harm I Caused Them
- How My Crime Victimized My Own Family and Loved Ones
- What Taking Full Responsibility Has Looked Like for Me
- My Remorse and Amends
- Lessons Pertaining to My Crime

Taking Responsibility for My Complicity

I talked about my “love for the homies,” and in the same breath, I poisoned my homies and added to their suffering ... For what? So I could stack my locker with food and cosmetics?

How I Taught 20 People to Make Weapons in Two Years



That begs the question, how many weapons did these 20 people make?

Say my protégés make 160 weapons over two years.

$$\begin{array}{ccccccc} 20 & \times & 4 & \times & 2 & = & 160 \\ \text{People} & & \text{4 weapons} & & \text{years} & & \text{Weapons} \\ & & \text{each} & & & & \text{made over} \\ & & & & & & \text{2 years} \end{array}$$

Criminal Activities in which I Have Been Complicit	
<ul style="list-style-type: none"> • Breaking and entering • Strong arm robbery • Buying and selling of stolen goods 	<ul style="list-style-type: none"> • Gun running • Extortion • Gang activity

I take responsibility for personally recruiting and "schooling" more than 100 people to engage in criminality over five years of my preconviction history, and for 17 years of my postconviction history.

I take responsibility for creating the following negative impact with my complicity:

Preconviction, I am responsible for teaching kids how to be "soldiers," meaning I personally took them on "missions" to get them to engage in violence and lose their fear of being violent. I introduced people to drugs and alcohol, knowing this would make them easier to lead. I taught them how to break into homes, cars, trailers, and businesses. I have taught people how to shoot and fight, and in prison, I taught others to cut metal and mold plastic to make knives. I also taught them where the vital organs were so they knew where to aim for maximum damage. I have schooled multiple people in how to make "safes" so as to not get caught. I have given books and lessons on the art of warfare so as to teach them a warrior's mentality. In my complicity, I have changed and harmed more lives than I could ever know or account for—from getting people addicted to drugs, to influencing someone harmless and molding him into a violent criminal.

Here is how my complicity has created victims indirectly:

By dealing drugs, I had multiple buyers bringing their stolen goods to me. That means others lost their hard-earned belongings for a hit of what I was selling. The same addicts undoubtedly stole money from others and robbed others.

I created victims of violence by teaching others how to be "good soldiers." I know many of these kids committed acts of violence—and made victims in the process—in order to prove themselves to me. I trafficked drugs into multiple states, meaning I pushed poison into communities that would now suffer from the consequences of drug addiction.

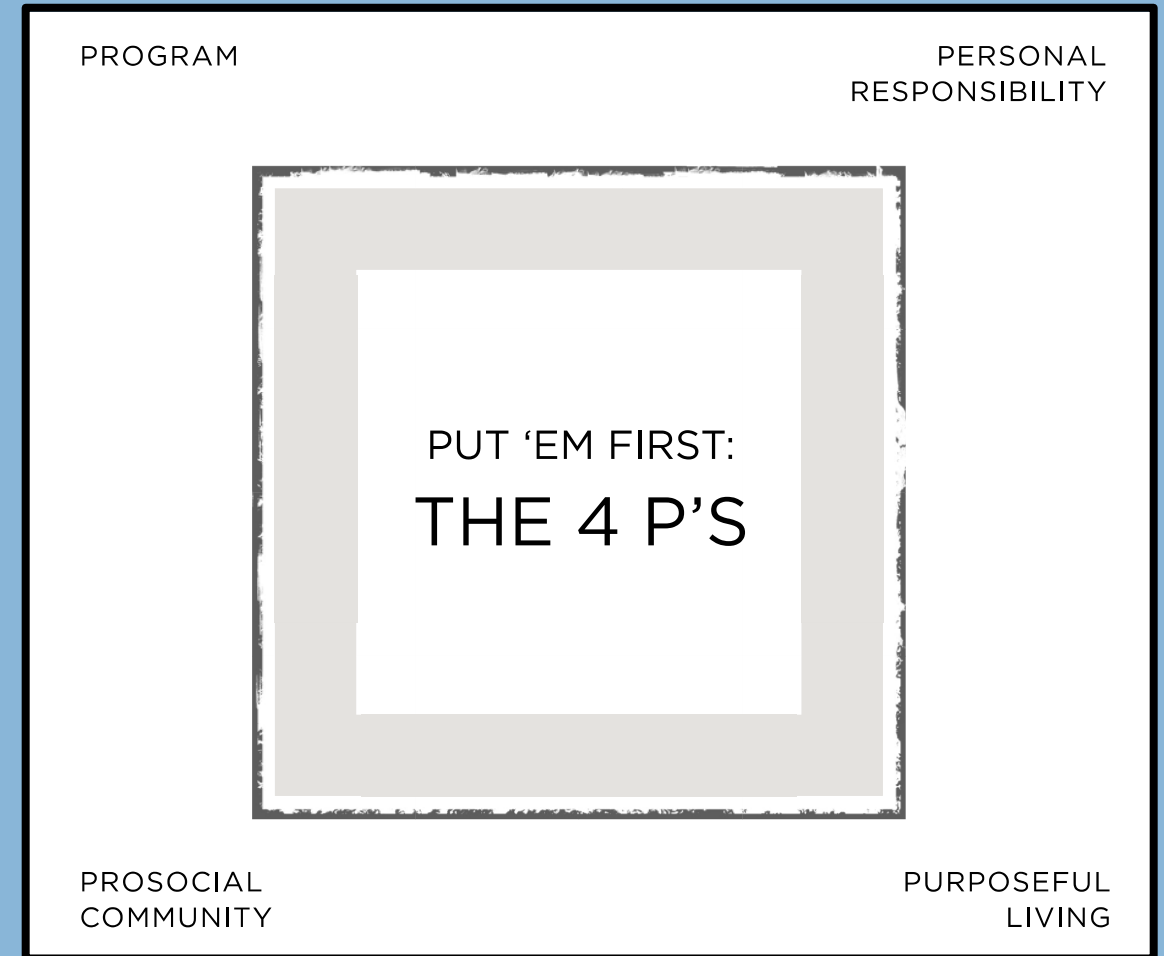
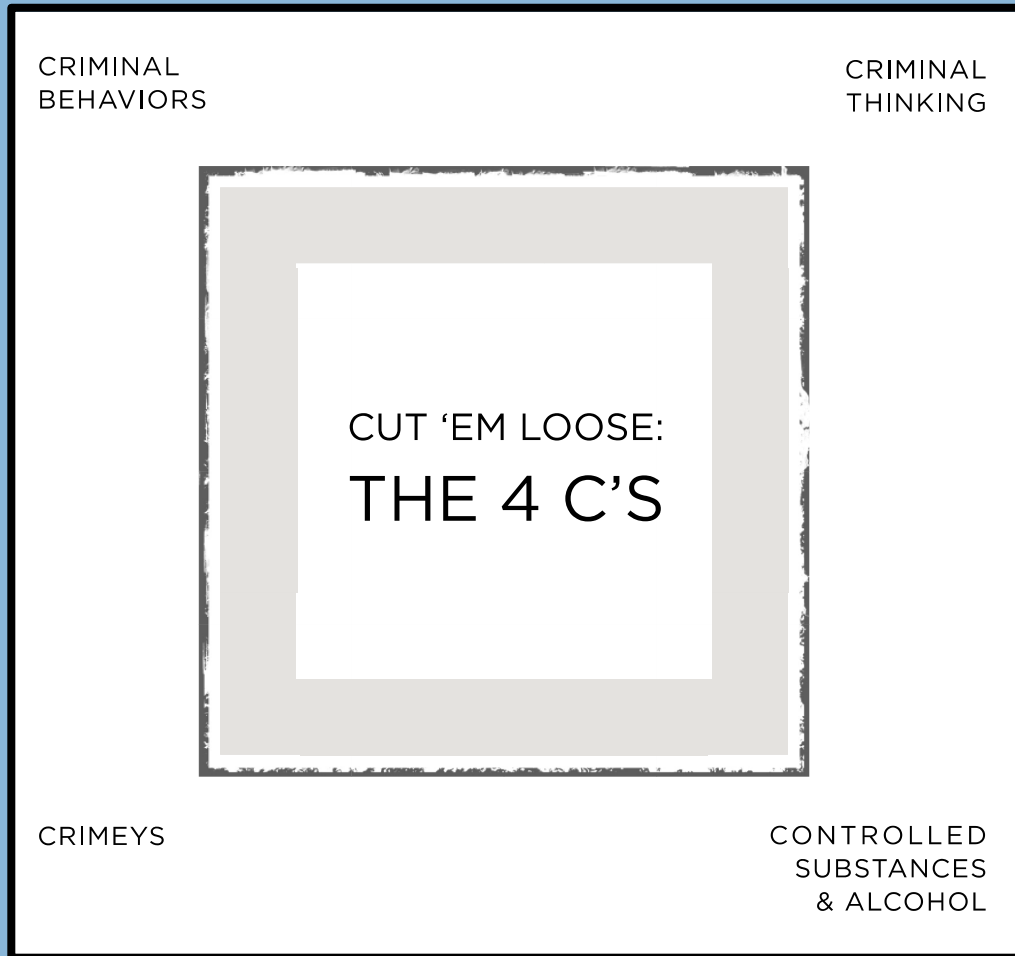
I know that three of the kids I "mentored" are now doing life for murder—meaning there are many families grieving loved ones—and people who are no longer alive—because of what I was willing to teach. All of these people became victims because of my choices and negative influence.

My Remorse for My Complicity

I hate knowing that I taught ruthlessness to kids. I own the fact that countless families are suffering because of my negative influence. Words will never make up for the destruction I have put out into the world. I take ownership for it all.

I seek the peace that comes from transformation and redemption. Today, my life is committed to bringing positive change to the world. I hope that by doing this I can in some small way make amends for the pain and suffering I have caused.

Squaring Up: Separating Myself from Gang and Criminal Activity





MAKING AMENDS

Sorries Talk; Amends Walk

◀ Illustration by Trenton Dukes

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PLUMBING
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REPA
PLUS gutt
siding,
GARDEN

Victim Awareness Exercises



You Be the Older Brother

1. **Outfit:** You need to choose an outfit for Eric to be buried in. You mom wants a suit. Describe the suit you pick. Where do you shop to find it? When you get to the store, the person helping you find the right suit asks you, "What are this young man's shoulder and waist measurements?" What do you say, and how do you figure this out? What kind of shoes do you pick? Detail how much each part of the outfit costs.

2. **Positioning:** Although it will be a closed casket, the funeral home asks how you want Eric's hands placed on his body. Eric can hold a complimentary plastic cross, have his hands folded, or placed around an object of your choice. Do you want to include anything else in Eric's casket?

3. **Casket:** You don't have time to order a casket from Walmart, so you go with the funeral home's choices, which start at \$1,200. Which one do you choose, and why?



\$1,200



\$1,400



\$1,650

4. **Flowers:** Having beautiful flowers is important to your mother. Take a look at these floral arrangements, decide which package you're going with, and why you made this decision.



\$200

\$350

\$500



CHECK-IN

No one wants to plan the funeral, especially for a young person ... and especially not for our own children. If you hated this exercise because it was so painful, we at H2.O empathize—we cried. But let's put ourselves aside so we can empathize with victims. Imagine if this wasn't just an exercise, but you were actually responsible for making these choices for your own murdered family member. Jamal didn't want to make these choices; he was forced to do so because Mario chose to take Eric's last breath.

How did you feel knowing you couldn't afford certain things for the service?

How did it feel choosing Eric's outfit?

How did it feel, knowing that Eric's body was going to be stored in a refrigerator at the funeral home?

How did you feel, coming up with the message for Eric's headstone or grave marker?

What did this exercise help you realize about your life and your family?

What did this exercise help you realize about crime?

EXERCISE #2: PHOTO BOX



Your Photos: Imagine a box holding your most sacred photos of your most treasured memories. In these photos, you are pictured with your loved ones and people close to you. These are happy life moments (like holidays, parties, gatherings, sweet childhood photos). Imagine opening the box and pulling out three of these beautiful photos. Describe each one in vivid detail. Who is in them? What are they doing? What are the expressions on their faces? Where are they? What is happening? How are you or they feeling?

Photo 1: _____

Photo 2: _____

Photo 3: _____

The Victim's Photos: The victim of your crime also has a box of precious photos. In these photos are pictures of them in their happy moments with people they love. Imagine them pulling out the photos and looking through them. Imagine three photos and describe in detail what you see.

Photo 1: _____

Photo 2: _____

Photo 3: _____

“ Empathy is seeing with the eyes of another, listening with the ears of another, and feeling with the heart of another. — Alfred Adler ”

84% “Because of my training with Hustle 2.0, I’ve made direct amends, such as writing a victim remorse letter.”

My name is _____, and because of the crime, I’m not able to:

- | | | |
|---|---|--|
| <input type="checkbox"/> Finish/start my education | <input type="checkbox"/> Celebrate my birthday | <input type="checkbox"/> Think clearly to focus on my goals |
| <input type="checkbox"/> Celebrate the holidays happily with family | <input type="checkbox"/> Own a home | <input type="checkbox"/> Get restful sleep |
| <input type="checkbox"/> Have children | <input type="checkbox"/> Take the trip I always wanted | <input type="checkbox"/> Walk home from the bus stop at night feeling safe |
| <input type="checkbox"/> See my children grow up | <input type="checkbox"/> Own a car | <input type="checkbox"/> Walk without assistance |
| <input type="checkbox"/> See my child’s first steps | <input type="checkbox"/> Send my kids to school | <input type="checkbox"/> Feel healthy every day |
| <input type="checkbox"/> Start dating | <input type="checkbox"/> See my kids on the first day of school | <input type="checkbox"/> Relax around people |
| <input type="checkbox"/> Fall in love | <input type="checkbox"/> Build a career | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Get married | <input type="checkbox"/> Be a member of my community | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Get a job | <input type="checkbox"/> See a sporting event | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Start a business | <input type="checkbox"/> Go to the ocean | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Get a loan | <input type="checkbox"/> Become financially independent | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Learn an instrument | <input type="checkbox"/> Retire | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Get a promotion | | |
| <input type="checkbox"/> Retire comfortably | | |

81% “Because of my training with Hustle 2.0, I’ve taken steps to pay down my restitution.”



NO JUDGMENT QUIZ: PAYING RESTITUTION

Rate your attitude about paying restitution. If you have you ever said, thought, or done the following, check the box as true.

	TRUE	FALSE
1. I've had money sent to others to avoid paying my restitution.	<input type="checkbox"/>	<input type="checkbox"/>
2. I've allowed people to send me money to help other incarcerated people avoid paying their restitution.	<input type="checkbox"/>	<input type="checkbox"/>
3. The victim never sees a dime of the money anyway, so why should I pay restitution?	<input type="checkbox"/>	<input type="checkbox"/>
4. If the state wants me to pay restitution, they should give me a paid job and take the money from that.	<input type="checkbox"/>	<input type="checkbox"/>
5. The state should not take the money my family sends me; my family didn't commit the crime.	<input type="checkbox"/>	<input type="checkbox"/>
6. I shouldn't have to pay for the funeral of one of my dead enemies.	<input type="checkbox"/>	<input type="checkbox"/>
7. I would rather get quarterly packages, instead of going to store, so I can avoid restitution.	<input type="checkbox"/>	<input type="checkbox"/>
8. I am only paying restitution because I want to be found suitable for parole.	<input type="checkbox"/>	<input type="checkbox"/>
9. I'm grateful for the opportunity to pay restitution.	<input type="checkbox"/>	<input type="checkbox"/>
10. Paying my restitution is just the start of how I plan to make amends in life.	<input type="checkbox"/>	<input type="checkbox"/>
11. I shouldn't have to give up my canteen money to pay restitution.	<input type="checkbox"/>	<input type="checkbox"/>
12. The only time I have money put on my books is when I go to the hole or SHU (because it's the only way I can go to store).	<input type="checkbox"/>	<input type="checkbox"/>
13. The state keeps all the restitution money. It's a big scam by the state.	<input type="checkbox"/>	<input type="checkbox"/>

PAYING MY RESTITUTION



For years, I viewed restitution as a burden, like I was given another punishment alongside incarceration. What was really behind my views? Selfishness. I was avoiding responsibility for my crime and its impact on the victim's family. I justified my thoughts using a statement made by the victim's family in court, "We don't want anything from him." I wrongly thought, *Isn't being in prison enough?* Why should my loved ones have to carry the heavy burden and pay restitution for my crime?

When I start feeling angry about paying restitution, I think of those children whose dad isn't there.

The answer is simple. They don't have to. My loved ones contribute because I ask them for money so I can go to store. If I felt so strongly about not burdening them, I wouldn't ask them for money, knowing a portion goes to restitution. I'd make do with what I have. Once I realized this, it was hard to stay angry about my family "having" to pay my restitution.

What about the victim's family? Because of me, this family had to pay for a casket and a plot to bury their loved one. They may or may not have needed money—but the family of another murder victim does, and I'm glad to know my restitution goes to a fund that helps victims who need it. There are families who lost their primary breadwinners, and families that are living paycheck to paycheck. How do these families pay for the costs of a funeral? Where will they get their next meal? How will their son or daughter get school clothes and supplies? Can we put a financial value on how much children miss their deceased parents?

93% “Because of my training with Hustle 2.0, I’ve increased my living amends.”



MY PLAN FOR INDIRECT AMENDS

Financial Plan for Indirect Amends		
	While I’m Incarcerated	After My Release
Name of organization/charity		
How is this org relevant to the victim of your crime?		
How will you donate?		
How often will you donate?		
Realistic monthly donation amount		
When will you make your first donation?		

Volunteer Plan (Donating My Time) for Indirect Amends		
	While I’m Incarcerated	After My Release
Beneficiary of your time (org or person)		
How is this beneficiary relevant to the victim?		
What will you spend your time doing?		
How often will you give your time?		
Realistic amount of time you will give		
When will you start volunteering?		

MY PLAN FOR LIVING AMENDS ONCE FREE

Pick the five people who will be closest to you after release and complete this plan for each beneficiary of your living amends:

Beneficiary #1 (Name):	
Three specific actions I will take (when, where, how) to make living amends	1. 2. 3.
How often I will take these actions	
Why I will make living amends to this person	
Beneficiary #2 (Name):	
Three specific actions I will take (when, where, how) to make living amends	1. 2. 3.
How often I will take these actions	
Why I will make living amends to this person	



YOUR POSTCONVICTION HISTORY

The Good, the Bad,
and the Ugly

◀ Illustration by Eve Skylar

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PLUMBING—
FREE termi-
nations
control estima-
tion

ROOFING—
INSTALL
REPAIR
PLUS gutters,
siding,
co.

Date of Disciplinary Case

4/14/2006

Admission (What I Did/My Role in This Case)

- 1) I helped to recruit and plan a race riot.
- 2) I hand-selected the people who would go and told them why they were participating.
- 3) I then led the charge against the race we were attacking.

Taking Ownership for My Actions

- 1) I admit that I walked up to each and every person involved and recruited them.
- 2) I made the weapons that were used in the attack.
- 3) I was the person who encouraged and planned the entire attack. All of the other people involved were only there because I asked them to be.

What Remorse Looks Like for Me with This Case

- 1) I recognize that I ruined many chances for people who were looking forward to transfers.
- 2) I am responsible for families getting phone calls about their loved ones being harmed.
- 3) I know I seriously harmed the individual I attacked. I know there is a good chance he isn't the same today. I live with remorse for my actions. What is far worse is that he has to live with the permanent consequences of my violence.

Analyzing my actions makes me committed to living amends by modeling for others what it looks like to leave the gang life.

What I've Learned from My Bad Decisions

- 1) That by participating in gang activity, and choosing to lead gang activity, I was making a choice to stay in prison and create more victims.
- 2) I obviously misused my leadership skills and hurt many others.
- 3) I would much rather be known and remembered as a good man than a "good homie."

How I've Applied the Lessons from This Disciplinary Case/How I've Changed

- 1) I was on the yard or roadway when the 2018 riot with the c/o's took place. I laid down.
- 2) I no longer seek to engage in gang activity or leadership and no longer desire any of that lifestyle.
- 3) The same skills and influence I used to get people ready to attack can now be used to get men to transform their thoughts and behaviors, which is how I now devote my time.

Reporting Program Outcomes

PROGRAM #1: HUSTLE 2.0

I read 5,000+ pages over 2 years and completed 500+ pages of homework.

Inputs

- 1) Spent countless hours working with men on their homework packets.
- 2) I became the main facilitator and learned about real leadership. Almost a trial by fire.
- 3) I have spent two hours for every eight pages of work I have turned in.

Lessons

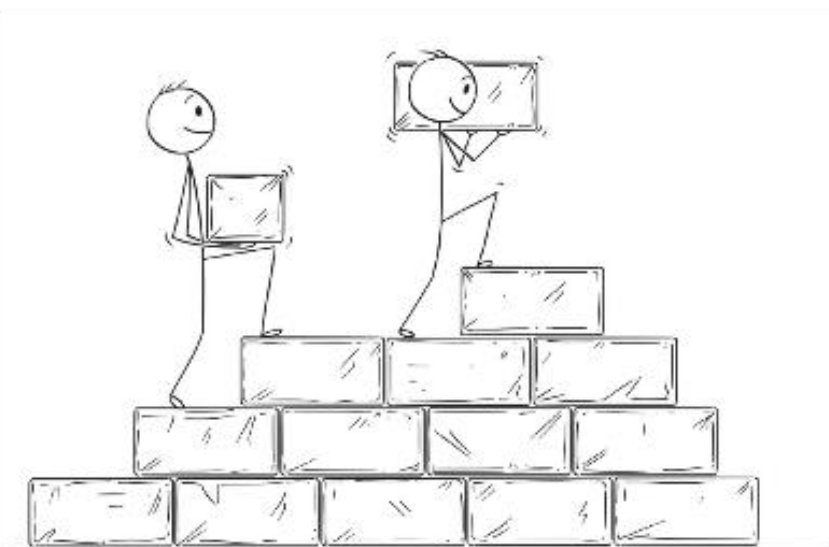
- 1) I learned the value of owning my past crimes and holding myself accountable.
- 2) The importance of a weekly Emotional Check-In with a fellow Maverick.
- 3) Learned what it means to 100% Square Up (leave the gang life) and find that internal freedom.
- 4) Gained empathy for the victim of my crime and his family.
- 5) I learned to face my past traumas and even how to share those with trusted loved ones.

Outcomes

- 1) A clarity of my past and how to avoid making those same mistakes again.
- 2) Solidified my commitment to leave the gang. I fully Squared Up and no longer call myself a Southerner.
- 3) Have learned so much more about myself and what I'm capable of.
- 4) I have forgiven people and even myself when I believed it wasn't possible.
- 5) Accepted that it's okay to cry. I have shed so many tears through this whole process. It's crazy how many times they just start to drop. I have had to go through a major death in my family and if not for the program and the people behind it, I don't know what I would have done. I do know this, if not for Hustle 2.0, I'd still be heavily involved in the gang. I'd still be trying to make my reputation instead of dreaming of a day when I can come back and show the guys what's possible if you just "trust the process," as Hustle 2.0 says.

97% “I believe my Relapse Prevention Plan will be effective in preventing physical relapse.”

EIGHT STEPS TO RELAPSE PREVENTION PLANS



We'll cover Steps 1-4 in this course and cover Steps 5-8 in Part II.

1. Identify Areas in Which You Need an RPP
2. Assess Your History
3. Understand and Plan for Your Triggers
4. Recognize and Address Emotional Relapse
5. Plan for Mental Relapse
6. Assemble Your Support System
7. Create Ways to Be Accountable and Motivated
8. Make a Plan B



REINTEGRATION PLAN

Stay Ready So You Don't
Have to Get Ready

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FLOORS sanding, staining, waxing

PLUMBING
PLUMBING
ed. Sanders,
ROOFING—
INSTAL
REPAIR
PLUS gutter
siding, con

ABEL [REDACTED]

PROFILE

Residential carpenter with several years of experience. Union trained and at the fourth level of apprenticeship. Able to read blueprints and plan the build with little to no help. Bilingual in both English and Spanish providing excellent communication skills. Proven team leader and motivated worker. Trained and certified in HAZMAT clean-up and Covid 19 prevention.

- Detail oriented
- Great problem solver
- Relates well with others
- Able to work and maintain focus for long hours

EDUCATION

Southern Utah University
Certificate in Leadership and Management, 2021

Baylor University
Certificate in Career Readiness, 2017

Hacienda La Puente High School
Earned GED, 1999

EXPERIENCE

Surefarm Construction Co.
Carpenters' Apprentice
San Dimas, CA, 1998-1999

- Prepared and cut the wood that was needed for the day.
- Maintained and cleaned the tools making the job easier.
- Assisted in the actual building of the foundation and frame of the home.
- Cleaned up the job sight at the end of the workday making the area safer for fellow workers and residents alike.

VOLUNTEER & LEADERSHIP

Center for Council

- Led over 160 hours of group talks among men of different backgrounds
- Led and organized a Walk for Cancer to benefit Relay for Life.

INTERESTS

All things Marvel comics-related, RPG games (D&D), historical fiction novels, drawing, painting, dogs.

- Transitional Living/Housing
- Expected Challenges
- Employment Plans
- Transportation Plans
- Relationship Plans
- Short- and Long-Term Goals
- Emergency Plans

Summary of Support and Reintegration Letters

Name of Letter Writer	My Relationship to the Letter Writer	Length of Time Known
LETTERS FROM UNIFORMED STAFF		
Lt. J. Neibert	I am his clerk.	Two years
c/o. M. Humphrey	We work around each other	15 years
Sgt. S. leon	I am his clerk	Two years
Capt. J. lacy	His clerk	13 years
c/o. J. Valdez	Help her when needed	two years
c/o Leyva	Was his porter	One year
LETTERS FROM OTHER (UNSWORN) CORRECTIONS STAFF		
D. Lema	My work Supervisor	Seven years
L. Field	Her Facilitator	four years
K. Bauer	Programs/helper at work	five years
A.M. Moreno	Help her as needed	five years
LETTERS FROM PEOPLE WHO WILL PROVIDE OUTSIDE SUPPORT		
Catherine Hoke	Employer, mentor	Four years
John Jackson	Accountability partner, friend, future colleague	Five years
Charles Hoke	CEO of Hustle 2.0, mentor	Four years
Desiree Pando	Close friend (daughter's mom)	26 years
Christie Robinson	Mentor, program volunteer	Four years

Commissioners ... want to recommend HUSTLE 2.0 in consultations?

THE PRESEASON

12 CRASH COURSES

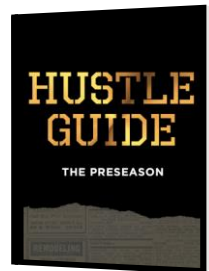
- **Entrepreneurship:** Transform Yo' Hustle
- **Healthy Relationships:** Cupcak'n' 101
- **Leadership:** Runnin' Point
- **Criminal Thinking:** It Wasn't Me
- **Employment:** Gettin' Laced Up for Work
- **Becoming the Solution:** Common Ground-Bound
- **Purposeful Living:** Mining Fo' Meaning
- **Reentry:** Get Out the Do' Fo' Sho'
- **Anger Management:** Unnecessary Roughness
- **Character Development:** You Ain't Gotta Lie to Kick It
- **Victim Awareness:** Ripple Effect
- **Persevering:** 2 Legit 2 Quit

"So you're too good for a job, but not too good for a cell? You're too cool for school, but you'll stand in front of a judge like all is well?"

- Chris Succaw, H2.0 co-author serving 57-to-life

APPLY FOR A SCHOLARSHIP TO THE PRESEASON

- ✓ \$50 value
- ✓ Any incarcerated person may apply
- ✓ Highly competitive and not guaranteed



MAIL US YOUR COMPLETED 2-PAGE
PRESEASON APPLICATION

HUSTLE 2.0

www.hustle20.com

WHY I WANT TO BECOME A CERTIFIED HUSTLER

My name is _____ and I'm _____
FIRST NAME LAST NAME AGE

years old. I'm at _____ in _____,
FACILITY NAME CITY

_____ serving a _____ sentence. Over my life,
STATE # YEARS/MONTHS

I've done a total of _____ behind bars, and the first time I
YEARS/MONTHS

was arrested, I was _____ years old.
AGE

I want a second chance because _____

I want to start pursuing my dream of _____

A difficult obstacle I've overcome in my life is _____

I'm proud of myself for _____

Three positive things about me are:

1) _____

2) _____

3) _____

If I lived up to my full potential, my contribution to this world could be that _____

For me and my future, this opportunity with Hustle 2.0 would mean _____

PRESEASON APPLICATION, PAGE 2 OF 2

Email us at
info@hustle20.com
to request a pdf
copy of the flyer
and scholarship
application you can
hand out

Deputy Commissioners ... want to review HUSTLE 2.0's workbooks?

Email Us!	
To:	info@hustle20.com
Subject:	DC request
Body:	Please send materials to: [INSERT YOUR MAILING ADDRESS]

Want to order **THE PRESEASON** for yourself or
your incarcerated loved one?

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